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ABSTRACT

The results of a survey made of faculty compensation and instructional load policy in junior colleges are presented. A total of 34 community-junior college districts were sent a questionnaire, to which 22 district offices, representing 47 colleges, and 1 college not representing a district replied. Institutions were asked to report the number of full-time faculty, their average 1973-1974 full-time salary, fringe benefit and total compensation amounts, their definition of a full-time instructional load in terms of credit hours and clock hours per week, and their means of remunerating part-time faculty. In addition, information was elicited as to the percent increases in average salary used for budget planning, the actual percent general increase in average salary, the length of their most recent agreement on faculty salary, whether their faculty participate in collective bargaining or if collective bargaining arrangements are being developed, and whether a cost-of-living adjustment is included in their compensation agreement. Tables provide the survey data. An appendix provides a copy of the questionnaire with attachments. (DB)

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FACULTY COMPENSATION REPORT

1973 - 1974

JC 740 107

Office of Institutional Research and Planning
Office of Executive Vice President

Cuyahoga Community College
700 Carnegie Avenue
Cleveland, Ohio 44115

February 1974

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INTRODUCTION

In the beginning of December, 1973 we surveyed a group of community-junior colleges across the country for data on faculty compensation and instructional load policy. Our purpose for collecting data at this particular time was twofold. First, the reporting deadline for the AAUP survey was December 1, 1973. Since the compensation data we requested were essentially the same as those called for by AAUP, institutions participating in our project could avoid duplication of efforts by sending us a copy of their AAUP report. Second, AAUP cannot publish the results of its own survey on full-time faculty compensation until summer, 1974. We wanted to get an earlier start on assessing Cuyahoga Community College's relative position among institutions, particularly institutions similar to it, on the matter of full-time faculty remuneration. Moreover, we were interested in obtaining information that is not reported by AAUP, such as:

(1) Full-time instructional load policies

(2) The rates of remuneration for part-time faculty

(3) The institution's estimated percent increase in average faculty salary used for budget planning

(4) Whether the institution's faculty participates in collective bargaining

(5) Whether the institution's compensation agreement with faculty includes a provision for a cost-of-living adjustment.

SURVEY RESULTS

We contacted 34 community-junior college districts representing 79 colleges and one college not representing a district. The districts contacted were all those contacted for last year's survey but included some additional districts for which only a single member college was contacted last year. The community colleges had been selected in accordance with the following criteria:

(1) Colleges were selected from the northwest, southwest, south, midwest, eastern, and northeastern sections of the country.

(2) Colleges were selected which were active in developing new approaches to instructional problems; many are members of the League for Innovation in the Community College.

(3) Colleges were selected from long established as well as "middle aged" and young institutions.

(4) Colleges had large and medium-sized enrollments.

(5) The colleges were mostly urban colleges.

The numbers of respondents and nonrespondents are presented on Table 1. Institutions were asked to report the number of their full-time faculty, their average 1973-74 full-time salary, fringe benefit and total compensation amounts, their definition of a full-time instructional load in terms of credit hours and clock hours per week, and their means of remunerating part-time faculty. In addition we asked respondents to indicate the percent increases in average salary used for budget planning, the actual percent general increase in average salary, the length of their most recent agreement on faculty salary, whether their faculty participate in collective bargaining or if collective bargaining arrangements are being developed, and whether a provision for a cost-of-living adjustment is included in their compensation agreement. Copies of their salary schedule and guidelines for placing employees on the salary schedule were also requested. **(See Appendix for a copy of the questionnaire.)**

TABLE 1

RESPONSES TO 1973 FACULTY COMPENSATION SURVEY

Response to Questionnaire	Community-Junior College Districts		Community-Junior Colleges Not Representing Districts
	District Offices	No. of Colleges Represented	
Yes	22	47	1
No	12*	32	0
Total Contacted	34	79	1

*Four responses were received too late to include in the following analysis. One late respondent indicated that salary and fringe benefit data were not available. The salary and fringe benefit amounts reported by the other three respondents were $15,216 and $2,850; $18,772 and $3,933; and $13,247 and $954.

SURVEY RESULTS

Changes from 1972-73 to 1973-74 in Full-Time Faculty Compensation

Table 2 presents data relating to the number of full-time faculty in each institution, their average salary, average fringe benefits, and average total compensation for 1972-73 and 1973-74. The rank order of the institutions reported in the left-hand column is based on total compensation, from high to low. Information on the estimated percent increase used in budget planning, the actual percent general increase, collective bargaining arrangements, cost-of-living provisions, and full-time faculty load policy is listed for institutions for which data were available.

Thirteen of 22 college districts on Table 2 reported compensation data for both 1972-73 and 1973-74. For these 13 districts the average compensation for 1972-73 was $14,960, with a range from $10,752 to $19,500 and a standard deviation of $2,569. The average compensation for 1973-74 is $16,471, with a range from $11,836 to $23,116 and a standard deviation of $3,144. The unweighted mean difference for the two years represents a 10.1 percent increase. One institution included in this calculation reported what appeared to be an extraordinarily high increase in the fringe benefit amount for 1973-74. They indicated that they may have defined fringe benefits differently for each year. Excluding this institution from the calculation resulted in an unweighted mean difference which represented a 9.2 percent increase.

In comparing the changes in average compensation from 1972-73 to 1973-74 the reader should note that the two averages are calculated for faculty groups which differ somewhat because some faculty included in 1972-73 were replaced by new faculty in 1973-74 and some additional faculty were added to most faculty groups. A substantial increase in new faculty would tend to depress the percent increase in average compensation, assuming of course that new faculty generally start in the bottom range of a salary schedule.

We examined the percentage increases in salary for continuing faculty reported by eight districts and found a range of 7.0 to 14.1 percent with an unweighted mean of 8.9 percent. Continuing faculty were those faculty members employed by the institution for both 1972-73 and 1973-74.

In comparing the rank order of colleges by average compensation for 1972-73 and 1973-74, we observed that most institutions (11) remained in the same relative position while six institutions moved down one to three ranks and seven moved up by one to four ranks.

TABLE 2

SUMMARY OF FACULTY COMPENSATION SURVEY 1973-74 FOR TWO-YEAR COLLEGES

1973-74 Rank of Districts and Colleges	Rank for Districts Reporting Both Years 1973	Rank for Districts Reporting Both Years 1972	DISTRICT	College	Institution Location	Founding Year	1973-74 No. of Faculty	1973-74 Average Salary ($)	1973-74 Average Fringe ($)	1973-74 Fringe as % of Salary	1973-74 Average Compensation ($)	1972-73 No. of Faculty	1972-73 Average Salary ($)	1972-73 Average Fringe ($)	1972-73 Fringe as % of Salary	1972-73 Average Compensation ($)	Percent Increase in Salary for Continuing Faculty	% Change 1973 Over 1972 in Average Compensation	Budget Est. % Increase for 1973-74	% General Increase for 1973-74	Last Salary Agreement: Length of Term	Last Salary Agreement: Beginning	Collective Bargaining?	Provision for Cost-of-Living Adjustment?	Load Policy for Full-Time Faculty: Credit Hours Per Week	Load Policy for Full-Time Faculty: Contact Hours Per Week	Student Enrollment October 1972	Type of Calendar
5	3	3	D		California	1916	598[a]	17,567	1,561	8.9	19,128	695	16,134	1,335[m]	8.6[m]	17,469	7.3	9.4	7.5	5.0	2 yrs.	1973-74	No	Yes	15 cred hrs. or equiv.	No Policy	30,525	Sem.
25	--	--	D	C	Oregon	1961	269[a]	12,150	1,043	8.6	13,223	ND	ND	ND	ND	ND	ND	--	No est. made	5.0	2 yrs.	1973-74	No	Yes	15-16 lecture hrs. or 25-26 lab. hrs.-normal class hour load		22,160	Qtr.
34	24	24	D	C	Florida	1966	234[a]	11,132	654	5.9	11,936	226	10,237	465	4.5	10,752	7.2	10.1	6.7	6.7	1 yr.	1973-74	No	No	13.4-13 hours	Faculty Discretion	4,563	k
26	20	20	D	C	Florida	1960	76[a]	13,325	1,121	8.4	14,446	112	11,977	725	6.0	12,697	ND	13.9	5.8	5.8	No Agreement	--	No	No	15 Cred.	20 Clock Hours	28,025	Sem.
19	--	--	D		Washington	1966	317[a]	14,305	1,677	11.7	15,982	91	13,127	2,305	17.6	15,432	ND	6.3	7.8	4.0	1 yr.	1973-74	No	Yes	9-15	12-18	4,144	Qtr.
18	--	--	C		Washington	1966	208[a]	14,434	1,689	11.7	16,122	ND	ND	ND	ND	ND	14.1	--	9.0[c]	12.3	1 yr.	1973-74	Yes	No	No Policy	Contact hours. 15-lec. 15-25-lab.	13,721	Qtr.
21	--	--	C		Washington	1969	78[a]	14,239	1,672	11.7	15,911	ND	ND	ND	ND	ND	14.9	--	9.0[c]	12.3	1 yr.	1973-74	Yes	No	No Policy	"	7,197	Qtr.
23	--	--	C		Washington	1970	33[a]	13,770	1,630	11.8	15,400	ND	ND	ND	ND	ND	12.7	--	9.0[c]	12.3	1 yr.	1973-74	Yes	No	No Policy	"	4,732	Qtr.
1	--	--	D	C	New York	1947	496[a]	20,147	4,130	20.5	24,277	ND	ND	ND	ND	ND	12.5	--	9.0[c]	12.3	1 yr.	1973-74	Yes	No	No Policy	"	1,792	Qtr.
2	1	1	D		Illinois	1911	1,207[a]	17,719	5,496	30.5	23,116	1,230	16,444	3,056	19.6	19,500	10.4	18.5	5.0	5.5	3 yrs.	1972-73	Yes	Yes	No Policy	15 Hours per semester	15,233	Sem.
	--	--	D		Pennsylvania	1966	279	12,532	Not available --			279	11,404	1,411	12.3	12,905	ND	--	10.0	10.0	2.5 yrs.	July 1973	Yes	No	No Policy	12-13 Contact Hrs. per semester. 16 for Phys. Educ.	45,563	Sem.
3	2	2	D		California	1947	391[a]	17,347	1,942	10.6	19,319	425	15,894	1,606	10.1	17,500	ND	13.3	5.8[f]	5.8[f]	1 yr.	1973-74	No	Yes	Varies by Div.	No Policy	32,503	Sem.
14	12	11	D		Arizona	1920	574[a]	14,781	1,974	13.4	16,755	576	14,185	1,674	11.8	15,859	ND	5.6	7.0	3.6	1 yr.	1973-74	No	Yes	14-16 Load Hours/Sem.	No Policy	28,041	Sem.
8	6	7	C		Arizona	1965	133[a]	15,567	2,042	13.1	17,609	137	14,899	1,750	11.7	16,649	ND	5.8	7.0	3.6	1 yr.	1973-74	No	Yes	14-16 Load Hours/Sem.	No Policy	7,090	Sem.
25	13	19	C		Arizona	1965	66[a]	12,537	1,945	14.6	14,482	66	11,947	1,559	13.0	13,505	ND	7.2	7.0	3.6	1 yr.	1973-74	No	Yes	14-16 Load Hours/Sem.	No Policy	6,365	Sem.
15	13	14	C		Arizona	1965	157[a]	14,459	1,977	13.7	16,436	153	13,767	1,535	11.9	15,402	ND	6.7	7.0	3.6	1 yr.	1973-74	No	Yes	14-16 Load Hours/Sem.	No Policy	7,013	Sem.
7	5	4	C		Arizona	1920	165[a]	16,353	2,018	12.6	18,071	173	15,392	1,727	11.2	17,119	ND	5.6	7.0	3.6	1 yr.	1973-74	No	Yes	14-16 Load Hours/Sem.	No Policy	5,473	Sem.
24	18	18	C		Arizona	1970	60[a]	12,702	1,836	14.4	14,538	47	12,165	1,550	12.7	13,715	ND	6.0	7.0	3.6	1 yr.	1973-74	No	Yes	14-16 Load Hours/Sem.	No Policy	2,100	Sem.
27	--	--	D		Missouri	1963	503[a]	13,136	263[l]	2.0	13,449	ND	ND	ND	ND	ND	7.0	--	7.0	2.3[e]	1 yr.	Aug. 1973	No	No	15 Creds. 12 for English	15-22	19,257	Sem.
6	4	5	D		California	1953	331[a]	17,310	1,033	6.0	18,343	375	15,045	1,759	11.7	16,304	ND	9.2	ND	8.3	1 yr.	1973-74	No	No	14-16	15-20	21,491	Qtr.
29	21	22	D	C	Ohio	1959	151[a]	11,034	1,351	17.7	12,935	123	10,519	1,901	18.1	12,420	7.3	4.5	5.0	5.0	1 yr.	1973-74	No	No	45 Creds. per Academic Year	No Policy	6,350	Qtr.
30	--	--	D		Colorado	1969	361[a]	11,447	1,421	12.4	12,883	ND	ND	ND	ND	ND	ND	--	10.0	5.4	Acad. Year	1973-74	No	NO	No Policy	16-20 Contact Hours per Week	8,411	Qtr.

TABLE 2 (Continued)

SUMMARY OF FACULTY COMPENSATION SURVEY 1973-74 FOR TWO-YEAR COLLEGES

1973-74 Rank of Districts and Colleges	Rank for Districts Reporting Both Years			Institution Location	Founding Year	1973-74					1972-73					Percent Increase in Salary for Continuing Faculty	% Change 1973-74 Over 1972-73 in Average Compensation	Budget Ltd. Increase for 1973-74	% General Increase for 1973-74	Last Salary Agreement		Collective Bargaining?	Provision for Cost-of-Living Adjustment?	Load Policy for Full-Time Faculty		Student Enrollment October 1973	Type of Calendar
	1973	1972	District	College		No. of Faculty	Average Salary ($)	Average Fringe ($)	Fringe as % of Salary	Average Compensation ($)	No. of Faculty	Average Salary ($)	Average Fringe ($)	Fringe as % of Salary	Average Compensation ($)					Length of Term	Beginning			Credit Hours Per Week	Contact Hours Per Week		
20	16	16	D	C	Ohio	1964	91[1]	13,529	2,432	15.0	15,371	99	12,060	2,332	19.5	14,392	2.9	7.1	6.5	5.5	2 yrs.	1972-75	No	Yes	33-47 Cred. Hours per Yr.	No more than 20 Cont. Hrs/Qtr. or 55/Yr.	4,024	Qtr.
22	17	17	D	C	Pennsylvania	1965	205[1]	13,675	2,949	15.0	15,724	296	12,549	1,921	14.4	14,469	ND	9.7	5.5	5.5	2 yrs.	Oct. 1972	Yes	No	24 Credit Hrs. per Yr.	Varies with discipline	6,920	Sem.
12	10	10		C	Michigan	1961	179[2]	15,393	1,941	9.7	17,349	182	14,806	1,257	9.6	16,073	7.5	7.9	7.9-8.4	7.5	1 yr.	July 1, 1973	No	No	30 Credits for 2 Sem.	Lab. Hrs. equated .75 of Credit Hrs.	7,223	Tri-sem.
4	--	--	D	C	Michigan	1923	182[b]	17,142	2,571	15.0	19,713	f	f	f	f	f	ND	13.4	5.0	4.6	2 yrs.	1973-74	Yes	No	No Policy	15 Contact Hours	11,157	Sem.
13	11	15	D	C	Maryland	1947	147[2]	14,991	1,361	12.4	16,352	142	14,239	856	6.2	15,124	9.0	11.4	ND	ND	1 yr.	1973-74	Yes	No	15 Credit Hrs per Week	15 Clock Hours	7,135	Sem.
31	22	23	D		Texas	1967	307[e]	11,819	927	7.8	12,746	302	10,696	1,184	11.1	11,530	ND	10.5	10.00	--	1 yr.	1973-74	No	No	15 Hours	15-13 Hours	12,599	Sem.
11	9	8	D		Ohio	1963	375[e]	14,519	2,838	19.5	17,357	342	13,876	2,638	19.0	16,514	8.1	5.1	6.75	3.25	1 yr.	1973-74	No	No	12	Average 14 Hours	19,933	Qtr.
10	8	6		C	Ohio	1963	226[e]	14,591	2,851	19.5	17,442	208	14,084	2,644	18.8	16,728	7.3	4.3	6.75	3.25	1 yr.	1973-74	No	No	12	Average 14 Hours	10,587	Qtr.
9	7	9		C	Ohio	1966	119[e]	14,651	2,847	19.4	17,498	112	13,613	2,587	19.0	16,200	9.7	8.0	6.75	3.25	1 yr.	1973-74	No	No	12	Average 14 Hours	7,037	Qtr.
17	15	18		C	Ohio	1971	30[e]	13,455	2,703	20.1	16,158	22	13,250	2,609	19.7	15,859	7.7	1.9	6.75	3.25	1 yr.	1973-74	No	No	12	Average 14 Hours	2,309	Qtr.
33	--	--	D		Texas	1966	475[g]	10,314	2,063	20.0	12,377	ND	ND	ND	ND	ND	ND	--	6.00	3.3	1 yr.	1973-74	No	No	15 Credit Hours	15 Clock Hours	19,555	Sem.
32	23	21	D	C	North Carolina	1963	226[e]	10,785[d]	1,789[d]	16.6	12,574[d]	320	10,720	1,820	17.5	12,600	ND	-.2[h]	8.00	8.0	1 yr.	1973-74	No	No	14-16 Credit Hours[i]	19-22 Contact Hours in 2-yr. Programs; 22-26 in 1-yr. Program	15,313	Qtr.

[1] No Data

[2] All full-time contracts included prorated to nine-month base.

[a] Includes only full-time contracts for nine-month term.

[b] Does not include in step (vertical) or professional (horizontal) salary move - (nor fringe benefit of .004).

[c] Cost-of-living

[d] Only full-time contracts for a ten-month term.

[e] Doesn't include step movement which accounted for just under 3%.

[f] Monthly rate provided. We multiplied by ten-months to obtain data comparable to what they reported for 1972-73.

[g] Fringe amount of $621 (3,92) last year was incorrect; did not include retirement benefits.

[h] Incorrect data for 1972-73 were reported to us for this institution. At the respondent's request, we have not reported the data here.

[i] A phone follow-up with this institution indicated that fringe benefits may have been defined differently in each year.

[j] An administrator at this institution said that he could not verify last year's data by way of explaining the negative difference in average compensation.

[k] This institution has twelve-week terms and offers semester credit.

Relating Age to Compensation

The districts which responded to the survey are of varying age, as the data on Table 2 indicate. We found a positive correlation between the age of the district and the average compensation awarded to faculty in that district. As mentioned earlier in this report, the salary structures of the districts reward longevity for faculty.

We calculated the ages of the college districts from the dates of first classes as reported in the AAJC Directory, then correlated 21 college district ages and average compensation for 1973-74. The average age was 19.7 years with a standard deviation of 17.3 years. The average compensation was $16,124 with a standard deviation of $3,465. The correlation between age and compensation was .69.@

To help interpret the correlation, it may help to recall that if we were to predict the average compensation of a college district knowing only its age, our prediction would be 28 percent closer to the actual average than if we didn't know anything but the average for all institutions.

Another interpretation is that 48 percent of the variability in average compensation is associated with differences in the ages of the college districts.

The conclusion is, of course, that we would expect the average compensation of the districts to increase each year. The basic reason for this is, again, that the salary structures reward longevity so that institutions are "locked" into a somewhat predictable increase; but the financial stability of well-managed older institutions probably contributes its influence to the steady increase, too.

Changes from 1971-72 to 1973-74 in Full-Time Faculty Compensation

Table 3 summarizes faculty compensation data provided by seven districts for a three-year period, 1971, 1972 and 1973. The unweighted compensation means for the districts were $14,551 for 1971, $15,263 for 1972, and $16,892 for 1973. The difference between the 1971 and 1972 means represented a 4.9 percent increase while the difference between 1972 and 1973 amounted to a 10.7 percent increase. The compounded rate of increase for the two years was 7.7 percent.

The rank positions of the districts on Table 3 remained stable for the three-year period with the exception of the fourth, fifth, and sixth ranked institutions whose positions fluctuated by one move up or down.

@ In 1971-72 we computed a correlation of .63 for district age and average compensation. In 1972-73 the correlation was .43. The differences between the coefficients are not significant.

TABLE 3

SUMMARY OF FACULTY COMPENSATION DATA FOR TWO-YEAR COLLEGE DISTRICTS: 1971-72, 1972-73, 1973-74

District	District Rank from Table 2	1971-72					1972-73					1973-74					$ and % Change From 1971 to 1973				Rank by Average Compensation		
		No. of Faculty	Average Salary ($)	Average Fringe ($)	Fringe as % of Salary	Average Compensation ($)	No. of Faculty	Average Salary ($)	Average Fringe ($)	Fringe as % of Salary	Average Compensation ($)	No. of Faculty	Average Salary ($)	Average Fringe ($)	Fringe as % of Salary	Average Compensation ($)	Average Salary ($)	Average Salary (%)	Average Compensation ($)	Average Compensation (%)	1971	1972	1973
Illinois	1	1,176	15,437	2,871	18.6	18,308	1,230	16,444	3,056	18.6	19,500	1,207	17,710	5,406	30.5	23,116	2,273	14.7	4,808	26.3	1	1	1
California	3	416	14,716	1,240	8.4	15,956	425	15,894	1,606	10.1	17,500	391	17,347	1,842	10.6	19,819	2,631	17.9	3,863	24.2	2	2	2
Ohio	11	326	13,190	2,336	17.7	15,256	342	13,876	2,638	19.0	16,514	375	14,519	2,838	19.5	17,357	1,329	10.1	2,101	14.7	3	3	3
Maryland	13	149	13,362	857	6.4	14,219	148	14,239	895	6.2	15,124	147	14,991	1,861	12.4	16,852	1,629	12.2	2,633	18.5	6	5	4
Arizona	14	541	13,775	1,470	10.6	15,245	576	14,185	1,674	11.8	15,859	574	14,781	1,974	13.4	16,755	1,006	7.3	1,510	9.9	4	4	5
Ohio	20	94	12,161	2,139	17.6	14,300	88	12,569	2,339	18.6	14,908	91	13,539	2,432	18.0	15,971	1,378	11.3	1,671	11.7	5	6	6
Ohio	29	80	10,678	1,769	16.6	12,447	123	10,519	1,901	18.1	12,420	151	11,034	1,951	17.7	12,985	356	3.3	538	4.3	7	7	7
Texas	31	289	10,294	1,089	10.6	11,383	302	10,696	1,184	11.1	11,530	307	11,819	927	7.8	12,746	1,525	14.8	1,363	12.0	8	8	8

Salary Schedules and Consumer Price Index

The salary schedules in this survey include a provision by which faculty are paid more for each year of service, up to some maximum point. Thus the average compensation of young faculty will increase from year to year, as a function of their experience, without any change in the basic salary structure. With an average increment of 4.2 percent it would require 17 increments to double a starting salary. The Consumer Price Index has been increasing enough in the 16 years from 1957 to 1973 (from 100 to 160[e]) to cancel the effect of about eleven of the 4.2 percent increments. Of course, colleges have granted increases in the basic salary structure in addition to the regular increments included in the schedule. In addition the percentages of salary allotted for fringe benefits appears to have been increasing slightly at most institutions. On the other hand such increases reflect cost increases for existing benefits as well as the cost of additions to fringe packages.

[e]Source: U.S. Bureau of Labor Statistics, November 1973.

AAUP Rating Scales

The AAUP analyzed compensation reported to them for 1972-73 and calculated a percentile distribution of the number of responding institutions which they reported as follows:#

Academic Year 1972-73 (Actual) for Category IV, "Institutions Without Academic Ranks"								
Rating System	1*		1		2		3	4
Percentile	95	90	80	70	60	50	40	20
Compensation ($)	17,940	17,190	16,430	15,790	14,730	13,820	12,740	10,750

The projected 1973-74 scales, regarded as only tentative by AAUP, were as follows:#

Academic Year 1973-74, Projected from Actual 1971-72 Scales for Category IV					
Rating	1*	1	2	3	4
Percentile	95	80	60	40	20
Compensation ($)	18,950	16,920	14,920	12,910	11,370
Percent Increase over 1972-73 Actual	5.6	3.0	1.3	1.3	5.8

The projected 1974-75 scales, again which are regarded as only tentative, are as follows:#

Academic Year 1974-75, Projected from Actual 1972-73 Scales for Category IV					
Rating	1*	1	2	3	4
Percentile	95	80	60	40	20
Compensation ($)	20,810	19,060	17,090	14,780	12,470
Percent Increase over 1973-74 Projected	9.8	12.6	14.5	14.5	9.7

#Source: AAUP Bulletin Vol. 59, No. 2 (Summer 1973) pp. 195, 211, and 212. The projected 1973-74 compensation figures were obtained by increasing the Actual 1971-72 percentiles (95th, 80th, 60th, 40th, and 20th) by the *actual* increases in Per Capita Personal Income, 5.7 and 7.7 (1970 to 1971 and 1971 to 1972 respectively) compounded.

With the questionable assumption that the actual ratings in 1974-75 will be the same as the tentative ratings projected for 1974-75, to maintain its place in the ratings a college rated between 1 and 2 in 1973-74 would have to increase its average compensation by 12.6 percent in 1974-75, if the college would maintain its position relative to a rating of 1. If the same calculation is related to a rating of 2, the college would have to increase its average compensation by 14.5 percent.

The Percent Increase in Average Salary Estimated for Budget Planning and the Percent of General Increase in Average Salary

Eighteen districts and one college provided us with information regarding their estimated percent increase in average salary and the percent of general increase. The mean estimated increase reported was 7.0 percent, with a range from 5.0 to 10.00 percent. The mean general increase reported was 5.5 percent, with a range from 2.3 to 12.33. One district reported a general increase percent which exceeded the budget estimate by 3.33 percent. They explained that the budget estimate did not include faculty step movement on the salary schedule.

The Length of Term for the Last Salary Agreement

Most of the institutions (12 districts and 1 college) indicated that the length of term for their last agreement on faculty salary was one year. Six districts reported two-year agreements (four beginning in 1973-74 and two which began in 1972-73). One district reported a 3-1/2 year agreement which began in July 1973 and another district indicated having a three-year agreement which began in 1972-73. One district reported "no agreement" and one district did not respond to the question.

Collective Bargaining and Cost-of-Living Adjustments

Seven institutions indicated that their faculty participate in collective bargaining and 15 institutions reported that their faculty did not. One institution did not respond to this question. None of the institutions indicated that they are developing collective bargaining arrangements.

Regarding the provision for a cost-of-living adjustment in the compensation agreement with faculty, seven institutions reported that such a provision existed, fourteen institutions reported having no such provision, and two institutions did not respond to the question. None of the institutions indicated that they are developing a provision for a cost-of-living adjustment.

Generally (6 out of 7) institutions reporting that their faculty participated in collective bargaining indicated that they did not have a provision for a cost-of-living adjustment. Institutions without collective bargaining were fairly evenly divided with respect to a cost-of-living adjustment provision; six reported having a provision, eight reported that they did not have this provision, and one did not respond.

Instructional Load for Full-Time Faculty

We asked respondents to indicate their institution's policy regarding instructional load for full-time faculty (see Table 2). Of thirteen districts with a semester calendar, three districts reported that they had no policy pertaining to the number of credit hours per week required of full-time faculty. Seven districts reported a policy of 15 credit hours, one cited a range of 14-16, another reported 24 credit hours per year (12 per term), and one indicated that the number of credit hours varies by division.

Of eight districts with a quarter calendar, two reported having no policy, two districts cited ranges of 15-16 and 9-15 credit hours, two districts reported a range of 14-16, another district reported 39-47 per year (13-16.67 per term), and one district indicated a policy of 45 credit hours per year (15 per term). One district has 12-week terms and offers semester credit; their policy translates to 13.4-18 credit hours per term.

Concerning policy regarding the number of clock hours per week spent in contact with students, three of thirteen "semester" districts reported having no policy, seven cited 15 hours or less, two districts reported more than 15 hours, and one district indicated that the number varies by discipline. Of eight quarter-calendar districts, one cited no policy, one district reported a range of 12-18 hours, five districts reported 15 or more hours, and one district indicated a policy of "no more than 20 hours in a given quarter, nor 55 per year."

Salaries for Part-Time Instruction

Eighteen districts and one college provided information on the rate of remuneration for people who instruct on a part-time contract. Some districts reported a range of remuneration rates (see Table 4). In some cases different rates were reported for lecture and laboratory hours. Where the distinction was made, we used the lecture hour rate; where no distinction was made, we assumed that only one rate was in effect. We calculated the midpoint of the range. We had to translate the rates of remuneration into a common unit and chose class hours as that common unit. Then a rate that was so many dollars per quarter hour was changed to so many dollars per class hour. The reader will recognize that the assumptions underlying the procedure are highly questionable. Not all colleges on a quarter system have the same number of class hours per credit hour. Not all of the possible rates in a range of remuneration rates are used in an equal number of contracts, so the midpoint of the range is only a gross approximation of the average remuneration rate.

Our formula for converting semester hour rates assumed 17 weeks of class meetings per semester, with a one hour meeting per week to earn one semester hour. For quarter hour conversion we assumed 11 weeks.

We used this same conversion procedure in last year's report. This year we asked respondents to indicate whether last year's converted rate for their institution was an accurate or distorted reflection of the data they had submitted. Eight districts reported "accurate," two said that we had "distorted" their data, and one district reported "don't know". One district did not respond to the question. Based on these results, we proceeded to use our conversion procedure for 17 of the 19 districts. We requested suggestions from the two districts which had indicated that our procedure should not be applied to their data. Data for one of these districts were excluded altogether since the amount reported, we discovered, represented the rate of remuneration for non-credit part-time instruction. The institution could not provide either an average rate or a range of rates for part-time faculty teaching credit courses.

The average rate per class hour was $14.46 with a standard deviation of $3.81. The average compensation for full-time faculty in these institutions* was $16,116 with a standard deviation of $3,063. The correlation was explained by differences in average compensation of full-time faculty. In the way of predicting the part-time rate from the average compensation, our prediction from the average compensation of a college district would be 22 percent better than a prediction made knowing only the average part-time rate for the group of districts. In other words, we found some relationship between the compensation paid full-time faculty and the remuneration rate for part-time faculty.** Of course there are other influences on part-time rates, such as the availability of people qualified to serve as part-time instructors, the nature of the program for which part-time instructors are employed, and the history of part-time remuneration within the college district.

For a description of the 19 institution responses, we chose a quarter hour base. When translated into quarter hours, part-time remuneration rates range from a low of $102 to a high of $297. For 19 institutions the average was $159 per quarter hour with a standard deviation of $42. Table 4 shows the distribution of institutions by quarter-hour rate of remuneration for part-time faculty.

For 11 districts reporting part-time salary data for both 1972-73 and 1973-74, the mean quarter hour rate for 1972-73 was $157. The mean for 1973-74 was $159 per quarter-hour. The two dollar difference between the means (1.3 percent) indicates that remuneration rates for part-time instruction have remained essentially the same for the two-year period.

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*One of the 19 institutions was excluded from the calculation of the correlation coefficient since total compensation data were not available.

**In 1971-72 we computed a correlation of .41 between part-time remuneration rates and average compensation for 16 districts. In 1972-73 we computed a correlation of .50 for 21 districts. The differences between the coefficients for three years are not significant.

TABLE 4

DISTRIBUTION OF ESTIMATED QUARTER-HOUR RATES

Rate	Number of Institutions
$200 and above	1
180-199	2
160-179	4
140-159	7
120-139	3
100-119	3
80- 99	(1)*

* Response received too late to include in any other calculations or to consider in other comments.

APPENDIX

December 3, 1973

Cuyahoga Community College

Office of Institutional Research and Planning
700 Carnegie Avenue
Cleveland, Ohio 44115

FACULTY COMPENSATION SURVEY

1-A We can kill two birds with one stone if you will send us Table 1 of Salary Data and Compensation indices for the Academic Year 1973-74 which was requested by the American Association of University Professors with a December 1, 1973 filing date. If you are sending us a copy of Table 1 please skip to page 2.

If a copy of the AAUP Table 1 cannot be supplied, please complete the following table. Report compensation for full-time instructional faculty (as defined in Attachment A) on a nine-month basis only. Prorate contractual amounts for terms of other than nine months for a nine-month term or omit the contracts for terms other than nine months. Include fringe benefits as defined in Attachment B of this form.

Instructional Faculty by Rank	Average Compensation of Faculty on Full-Time Contract				
	Number of Full-Time Faculty (1)	Average Salary (2)	Average Fringe Benefits (3)	Combined (4)	Fringe Benefits as Percent of Average Salary (3 + 2) (5)
a. Professors					
b. Associate Professors					
c. Assistant Professors					
d. Instructors					
e. Lecturers					
f. No rank					
g. TOTAL					

1-B Check the statement that applies to the contractual amounts included in the above table:

☐ All full-time contracts have been included in the above table with amounts prorated for a nine-month term where necessary.

☐ Only full-time contracts for a nine-month term have been included in the above table.

2. What is your institution's policy regarding the number of academic credits per week for a full-time faculty instructional load? For example, four classes of three credits each per week would be twelve academic credits per week.

_____

_____

If no policy exists, check here ☐

3. What is your institution's policy regarding the number of clock hours per week spent with students in class for a full-time faculty instructional load? For example, four classes meeting three hours and one class meeting five hours per week should be seventeen clock hours per week.

_____

_____

If no policy exists, check here ☐

4. Please provide the following materials, if possible. (Check appropriate blanks to indicate the materials being sent to us.)

Enclosed	Not Available	
a. ☐	☐	a. A copy of your institution's current salary schedule(s)
b. ☐	☐	b. Guidelines for placing employees on the salary schedule

5. As we did last year, we plan to compute the average dollar and percentage salary increases for continuing faculty, comparing 1973-74 to 1972-73. It would be of great help to us if you could provide a copy of Table 5 of the AAUP 1973-74 Salary Survey.

A copy of Table 5 is enclosed: Yes ☐ No ☐

6-A. We plan to examine the discrepancy between the *estimated* and *actual* percent of increase for 1973-74 over 1972-73 in average salary for all full-time faculty as defined in this questionnaire. Please indicate the *estimated* percent increase used by your institution last year when planning the budget for this year, 1973-74. At Cuyahoga Community College, for example, we estimated a 6.75 percent increase in average faculty salary for 1973-74. This estimate was based on (1) a general increase in the faculty salary schedule and (2) the estimated effect of step movement on the salary schedule.

_____estimated percentage increase in average faculty salary that was used in budget-planning for 1973-74.

6-B. At our College the general increase in the faculty salary schedule was 3.25 percent. What was the general increase at your institution?

_____percent

7. What was the length of term for your last agreement on faculty salary?

_____

Beginning for what year? _____

8. Does the faculty at your institution participate in collective bargaining?

☐ Yes. If yes, please provide us with a description of your collective bargaining agreement, including the designation of the agents and the length of term of the agreement.

☐ We are developing collective bargaining arrangements.

☐ No

9. Does the agreement regarding compensation for faculty at your institution include a provision for a Cost-of-Living adjustment?

☐ Yes. If yes, please describe the provision in the space below or in an attachment:

_____

_____

_____

☐ We are now developing a provision for a Cost-of-Living adjustment.

☐ No.

(This sheet sent to institutions who responded to our questionnaire last year.)

10-A. Last year you provided information about the means by which your institution determines the amount to be paid to part-time professional instructional staff. Below is the information you reported last year. Please indicate whether this information is the same for this year; if it is not the same, please indicate what change has been made:

_____for 1972-73

☐ same for 1973-74

☐ different for 1973-74. The following change is in effect:

_____

10-B. In reporting last year's data on part-time rates of remuneration we used the following procedures in an attempt to achieve comparability of data among the institutions responding:

1. In cases where different rates were reported for lecture and laboratory hours, we used the lecture hour rate; where no lecture/lab distinction was made, we assumed that only one rate was in effect.

2. In cases where a range of rates was reported, we used the midpoint of the range.

3. We chose class hours as the common unit for reporting rates of remuneration. A rate that was so many dollars per quarter or semester hour was changed to so many dollars per class hour. For quarter hour conversion we assumed 11 weeks of class meetings per quarter and for semester hour conversion, we assumed 17 weeks of class meetings per semester.

The part-time rate of remuneration you reported last year (see question 10-A) was converted and reported as the rate listed below. Please indicate whether this rate is, in your judgment, an accurate or distorted reflection of the rate(s) you reported on last year's questionnaire.

_____our converted rate for your institution for 1972-73

☐ accurate

☐ distorted (Please explain)_____

_____

10-C. Last year you indicated that full-time faculty who are teaching an extra class or two are paid in

☐ the same way as part-time faculty

☐ a different way than part-time faculty

Is this true for 1973-74?

☐ Yes

☐ No (please explain)_____

_____

(This sheet sent to institutions who did not respond to our 1972-73 questionnaire.)

10-A. Now, about part-time instruction. Please present in the space below the means by which your institution determines the amount to be paid to a part-time professional instructional staff.

Example: At Cuyahoga Community College, part-time instructors are paid according to:

(1) years of experience reported on the salary schedule (see Attachment C).
(2) educational qualifications reported on the salary schedule.
(3) number of units of load (or equated lecture hours).

For example, an instructor teaching a three-credit hour lecture course, with four years of related experience (salary step 4), and an M.A. degree (salary class D), would be paid 3 times $161 or $483 for teaching the course.

10-B. Compared to your answer for 10-A, does your institution use a different means for paying full-time faculty who are teaching an extra class or two? Yes ☐ No ☐

If yes, please explain the difference in the space below.

Example: At our institution, full-time faculty teaching extra classes are paid the same as part-time faculty.

11. Would you like to receive a copy of the report summarizing these data?

Yes ☐ No ☐

Form completed by:

Name_____

Title_____

Institution_____

Address_____

_____

Phone No. ( ) _____-_____

Please return the completed form by January 3, 1974, to:

Dr. Richard C. Romoser
Office of Institutional Research and Planning
Cuyahoga Community College
700 Carnegie Avenue
Cleveland, Ohio 44115

Phone: (216) 241-5966, Extension 308

ATTACHMENT A

Please report compensation data for full-time instructional faculty defined by AAUP as the following:

Full-Time Instructional Staff

(1) Report: faculty members whose major regular assignment is instruction, including those with released time for research; department chairmen without other administrative titles, faculty members on sabbatical leave (report their regular academic-year salary), and faculty members of religious orders whose salaries are paid and determined by the same principles as those which apply to lay faculty.

(2) Do not report: faculty members who are engaged in organized research, or other functions, for more than one-half of their time. Coaches, librarians, critic teachers, counselors, deans, associate deans, or other individuals whose primary function is not instructional; even though they nominally teach "half-time;" member of religious orders who donate their time or whose services are valued by bookkeeping entries rather than by full-cash transactions; teaching assistants, junior instructors, or other sub-instructors who are graduate students in the institution in which they teach, even though they may hold a full-time appointment.

ATTACHMENT B

Please report fringe benefits according to the following AAUP definitions. Include your institution's countable contributions to all that apply.

(1) F.I.C.A. (5.85 percent of the first $12,600).

(2) Retirement (only if vested within five years). Report contributions on a nine-month basis by the institution toward retirement *only to the extent that they become vested* in the faculty member not later than the end of his fifth year of full-time service at the institution in the rank of instructor or higher and *are not lost to him* if he leaves the institution or moves to another state. *For those institutions with vested and non-vested retirement plans:* If *all* faculty members have the option to participate in the vested plan, the institution's (or state's) contribution to the non-vested plan can be reported only to the extent that it does not exceed the contribution which would have been made to the vested plan if the faculty member had chosen to participate.

(3) Medical insurance.

(4) Life Insurance.

(5) Guaranteed Disability Income Protection. Include contribution, through insurance or otherwise, for prolonged disability income payment (defined here as salary in excess of six months), providing such payments do not arise from the accumulation of unused annual sick leave benefits.

(6) Unemployment Compensation.

(7) Workmen's Compensation.

(8) Cash Tuition for Faculty Children. Contributions should *not* be included unless *cash* payments are available to *any* faculty child to attend *any other* accredited institution of his choice. Where cash payments are offered to all, tuition waived for faculty children attending your institution or attending some other institution under tuition exchanges should be included up to the amount of the maximum *cash* allowance offered for study elsewhere. (Tuition exchanges should not be reported as a countable benefit unless cash alternatives are available.)

(9) Cash Housing Benefits. Such benefits should *not* be included unless cash payments are offered to *all* faculty members who choose not to live in housing provided by the institution.

(10) Other Benefits in Kind with Cash Options. Personal benefits in kind may be included *only if* the faculty member has, *without the imposition of conditions, the option of taking a cash payment* if he prefers to use the money in some other way. Exclude benefits of a professional nature such as convention travel, membership fees, grading assistance, faculty clubs, etc.

FACULTY SALARY SCHEDULE FOR 36 WEEKS SERVICE
CUYAHOGA COMMUNITY COLLEGE
CLEVELAND, OHIO

Effective academic year 1973-74

Salary Steps	Salary Classes							
	A	B	C	D	E	F	G	H
13	$13,627*	$14,464*	$15,345*	$16,241*	$17,158*	$18,100*	$18,889*	$20,730*
12	13,153	13,962	14,811	15,676	16,562	17,471	18,232	20,009
11	12,697	13,476	14,287	15,112	15,964	16,832	17,559	19,267
10	12,243	12,995	13,765	14,557	15,369	16,197	16,893	18,527
9	11,796	12,511	13,248	14,003	14,776	15,568	16,227	17,791
8	11,350	12,033	12,732	13,452	14,187	14,941	15,567	17,059
7	10,803	11,444	12,102	12,778	13,467	14,175	14,765	16,174
6	10,367	10,974	11,596	12,234	12,890	13,561	14,115	15,457
5	9,932	10,506	11,095	11,698	12,316	12,949	13,471	14,743
4	9,500	10,040	10,596	11,163	11,744	12,340	12,831	14,033
3	8,895	9,391	9,900	10,421	10,957	11,504	11,954	13,068
2	8,475	8,940	9,416	9,859	10,354	10,865	11,333	12,379
1	8,060	8,493	8,934	9,301	9,762	10,232	10,714	11,695

A = B.A. degree (or equivalent)
B = B.A. + 15 semester (22.5 quarter) credits
C = B.A. + 30 semester (45 quarter) credits
D = B.A. + 45 semester (67.5 quarter) credits or M.A. degree
E = M.A. + 15 semester (22.5 quarter) credits
F = M.A. + 30 semester (45 quarter) credits
G = M.A. + 45 semester (67.5 quarter) credits
H = Doctorate

*Members of the faculty who complete three consecutive years at step 13 of the faculty salary schedule will receive a salary increase in the amount of $300, and faculty members who complete seven consecutive years at Step 13 of the faculty salary schedule will receive a second salary increase in the amount of $300. Each $300 increase will be granted to the faculty member upon the tender and acceptance of his contract for the subsequent contractual year.

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